

AMENDED IN ASSEMBLY APRIL 13, 2009

CALIFORNIA LEGISLATURE—2009—10 REGULAR SESSION

**ASSEMBLY BILL**

**No. 781**

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**Introduced by Assembly Member Jeffries**

February 26, 2009

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~~An act relating to bilingual hiring.~~ *An act to add Chapter 13 (commencing with Section 3650) to Division 4 of Title 1 of the Government Code, relating to public employment.*

LEGISLATIVE COUNSEL'S DIGEST

AB 781, as amended, Jeffries. ~~Employment: bilingual hiring requirements.~~ *Public employment: language.*

Existing law deems the opportunity to seek and obtain employment without discrimination, as specified, to be a civil right. *Existing law prohibits an employer from refusing to hire a person, or taking certain other actions, based on specified characteristics, unless based on a bona fide occupational qualification.*

~~This bill would express the intent of the Legislature to enact legislation supporting the strategies, programs, and policies that promote intercultural understanding and dialogue, and to effect statutory changes relating to bilingual hiring requirements in local and state government, as specified prohibit a city, county, or state governmental entity from discriminating against an employee or an applicant for employment on the basis of the ability of the employee or applicant to speak a language other than English, unless an ability to speak a language other than English constitutes a bona fide occupational qualification.~~

Vote: majority. Appropriation: no. Fiscal committee: no.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

1     *SECTION 1. Chapter 13 (commencing with Section 3650) is*  
2     *added to Division 4 of Title 1 of the Government Code, to read:*

3  
4         *CHAPTER 13. DISCRIMINATION IN PUBLIC EMPLOYMENT*  
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6     3650. A city, county, or state governmental entity shall not  
7     discriminate against an employee or an applicant for employment  
8     on the basis of the ability of the employee or applicant to speak a  
9     language other than English, unless an ability to speak a language  
10    other than English constitutes a bona fide occupational  
11    qualification.

12    ~~SECTION 1. It is the intent of the Legislature to enact~~  
13    ~~legislation supporting strategies, programs, and policies that~~  
14    ~~promote intercultural understanding and dialogue, and to effect~~  
15    ~~statutory changes relating to bilingual hiring requirements in local~~  
16    ~~and state government and the implications for employment~~  
17    ~~discrimination against qualified job applicants.~~